

AETV-CG

SUBJECT: Enclosure 12 (Human Relations) to V Corps CTG 05/06

1. Human Relations & Equal Opportunity (HR&EO)
2. Reference: AR 600-20, Army Command Policy, dated 13 May 2002.
3. Training. Training will be conducted IAW AR 600-20, para 6-14a (page 49), IAW U'R Sexual Misconduct Awareness Campaign Plan 2004 and the Prevention of Sexual Harassment Action Plan. "Minimum criteria for local unit training programs." Leaders will conduct mandatory unit EO/sexual harassment training quarterly. Two of the quarters will consist of Prevention of Sexual Harassment (POSH) training. IAW USAREUR Sexual Misconduct Awareness Campaign Plan 2004 and Prevention of Sexual Harassment Action Plan, Sexual Assault Awareness, Prevention & Assistance Training for Soldiers, Family Members and Civilians will also be trained in conjunction with unit POSH training. The chain of command and other leaders (CDR, CSM, SGM, 1SG, civilian supervisors, and others) will be present and participate in unit EO sessions. Brigade-size units and higher headquarters will conduct EO and prevention/eradication of sexual harassment training (executive level seminars) twice a year. Training will be small group, interactive and discussion based. It should emphasize findings determined as a result of unit command climate assessments.
4. Commander's Command Climate Assessment. Per AR 600-20, para 6-2g, "All commanders will be personally responsible and accountable for the EO climate within their units." Company level commanders will conduct a unit climate assessment within 90 days (180 days for USAR units) of assuming command and annually thereafter. Per USAREUR's REG 600-21, the Equal Opportunity Climate Assessment Survey (EOCAS) will be conducted. See your unit EOA to assist in conducting climate assessment.
5. Equal Opportunity Representatives/Leaders (EORs/EOLs). Per AR 600-20, para 6-2i, Commanders must appoint an EOR/EOL in their units in the rank of SSG through 1LT. The EOR/EOL should not hold a leadership position. Sections in the V Corps Headquarters should maintain an EOR/EOL in staff sections (i.e. BMO, SJA, G1, G2, G3 etc.) to include units/sections that are separated from the main element.
6. Equal Opportunity Special/Ethnic Observances: V Corps units will conduct observances to enhance cross-cultural awareness among all soldiers, civilian employees and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society and should promote understanding, teamwork, harmony, pride and esprit among all ethnic groups. Activities will be designated and scheduled to allow for maximum attendance by all soldiers and civilians within the command.
7. Quarterly Narrative Statistical Report (QNSR): Per AR 600-20, para 6-16, units will submit their QNSR data to the V Corps HR&EO Office quarterly NLT than the 20th of January, April, July, and October of each year. Units will submit their QNSR results to the unit's next higher command. Units will utilize the automated EO database. See your unit Equal Opportunity Advisor for more information regarding the HR/EO Program.